

Search Process/Proposed Timeline (A) - APPROVED

1. Declare vacancy (11/4/19 public meeting)
2. Adopt search calendar/timeline (11/4/19 public meeting)
3. Adopt Qualities and Qualifications for the new interim (11/11/19 public meeting)
4. OSBA will create a short list (3-5) of candidates matching the following Q&Qs and set up interviews (11/4 – 11)
5. Interviews (T.B.D. - possible dates include 11/17, 18, 21 executive sessions)
6. Reference checks conducted on the top candidate(s) (11/22-24)
7. Board meets to review reference checks and discuss “top choice” candidate (11/25 executive session)
8. Contract negotiations with “top choice” candidate (11/26 – 12/1)
9. Board meets to approve contract (12/2 public meeting)

Q&Qs for the South Lane Interim Superintendent

November 4, 2019

1. Shows a genuine concern for and understanding of students and staff, focused on their success;
2. A transparent, effective communicator who is also a passionate collaborator and team builder with respect for the district’s teacher-leaders and town’s stakeholders;
3. Firmly committed to helping staff, parents, and citizens build a district-wide and sustainable climate of trust and transparency;
4. Understands their role as an interim and partners with the Board to successfully complete the 2019-20 school year;
5. Preferred experience ...
 - a. Superintendent experience with like-sized school districts in Oregon;
 - b. Not eligible for the permanent position;
 - c. Experience as an interim superintendent especially with school districts in crisis;
 - d. Strong financial experience with Oregon budget laws.
6. Demonstrates a sensitivity and respect toward diverse communities in the school district while continuing to build positive relationships with EVERYONE;
7. Supports student success in “ALL” PK-12 academic areas and programs (including the fine and vocational arts (CTE), special education, alternative education, etc.);
8. Demonstrates strong decision-making and problem-solving abilities; able to delegate responsibility to others; can make unpopular decisions when necessary and communicate them clearly;
9. Is approachable, accessible and listens to others with an open mind and accepts differences of opinion; has a strong “open-door” policy;
10. Demonstrates strong personal honesty, integrity, fairness and justice.